

**EDR Plan
Process Timing 2015**

Counseling

- File within 60 days of the time employee become aware of violation.
- Duration of counseling period is 30 days. Counseling period can be extended for 30 days by mutual agreement.

Mediation

- File within 15 days after conclusion of the counseling period.
- Duration of mediation period is 30 days. Mediation period can be extended for 30 days by mutual agreement.

Complaint/Hearing before Presiding Judge

- File within 15 days after conclusion of the mediation period.
- Hearing shall commence within 60 days. Decision of Presiding Judge no later than 30 days after hearing.

Tenth Circuit review of hearing

- Petition for review must be filed within 30 days of the issuance of the summary dismissal or final decision.